

INTERPRETATION:

The document issued by the Public Service Commission which is entitled "The Language Selection Standard: Determining the Linguistic Profile of Bilingual Positions" is attached as Annex C.

The manager will first be required to determine which of the four skills of reading, writing, listening, and speaking are required by the bilingual position in English as a second language and in French as a second language. The manager will then assess the level of proficiency (in each skill identified earlier) in both official languages as second languages required to carry out the duties of the position.

Under the revised approach, the Language Selection Standard will define three distinct levels of general proficiency in each of the four basic language skills. These proficiency levels are coded in ascending order as A, B, and C. They correspond to former levels 03, 02, and 01, respectively. However, in certain special cases in the operational category, the nature of the work requires a practical knowledge and use of the second official language similar to that generally required in level A, but on a more restricted basis. In these cases, the Public Service Commission will distinguish, within the overall level A, a variation known as "instrumental" proficiency (Code R).